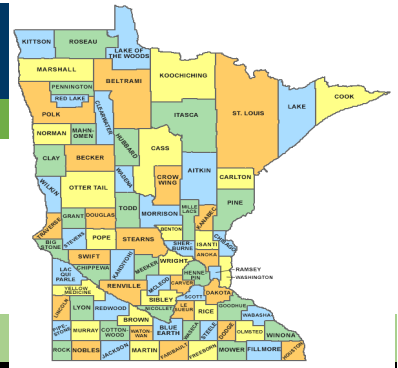


COUNTY PROFILE

Clay Co.

Clay Co. is a part of Economic Development Region 4, which is located in the Northwest Planning Region.



POPULATION CHARACTERISTICS

| | |
|---------------------------------|--------------------------------|
| 2022 population: | 65,929 people |
| Population change, 2010-2022 | 6,930 people 11.7% increase |

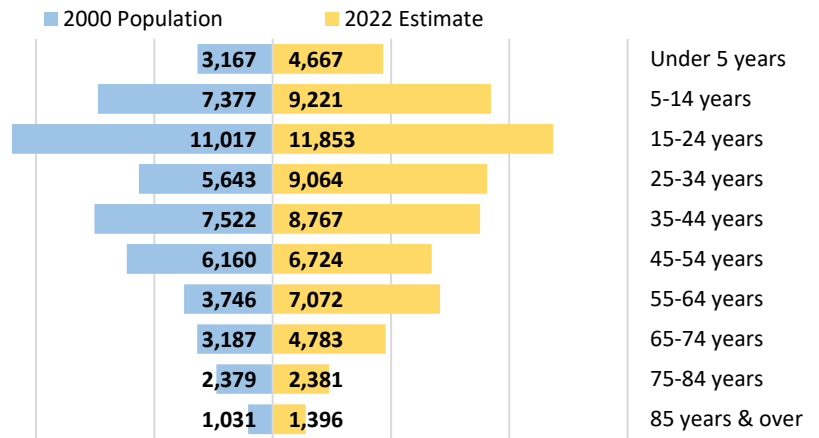
| | |
|-------------|-------------------|
| Median Age: | 32.9 years |
| state: | 38.3 years |

Clay Co. is the 16th largest of the 87 counties in the state. Its population increased over the past decade, ranking as the 8th fastest growing in the state from 2010 to 2022. Clay Co.'s population has a younger median age than the state and a smaller percentage of people aged 65 years and older. The population is aging, especially as the Baby Boom generation moves through the population pyramid (see Figure 1).

| Table 1. Population by Age Group, 2022 | | |
|--|---------------|---------------|
| | Number | Percent |
| Under 5 years | 4,667 | 7.1% |
| 5-14 years | 9,221 | 14.0% |
| 15-24 years | 11,853 | 18.0% |
| 25-34 years | 9,064 | 13.7% |
| 35-44 years | 8,767 | 13.3% |
| 45-54 years | 6,724 | 10.2% |
| 55-64 years | 7,072 | 10.7% |
| 65-74 years | 4,783 | 7.3% |
| 75-84 years | 2,381 | 3.6% |
| 85 years & over | 1,396 | 2.1% |
| Total Population | 65,929 | 100.0% |

Source: Census Population Estimates, 2017-2021 ACS

Figure 1. Population Pyramid, 2000-2022



Clay Co. enjoyed a natural increase - more births than deaths from 2020 to 2022, but also experienced net out-migration - meaning more people moved out than moved in. Despite suffering domestic out-migration, Clay Co. welcomed net international in-migration - gaining new Minnesotans from foreign countries (see Table 2).

Table 2. Cumulative Estimates of the Components of Population Change, 2020-2022

| | Total Population Change | April 1, 2020 to July 1, 2022 | | | | | |
|--------------------|-------------------------------|-------------------------------|--------------|---------|---------------|---------------|----------|
| | | Natural Increase | Vital Events | | Net Migration | | |
| | | | Births | Deaths | Total | International | Domestic |
| Clay Co. | 620 | 626 | 1,880 | 1,254 | -30 | 205 | -235 |
| State of Minnesota | 10,680 | 26,917 | 144,350 | 117,433 | -17,365 | 20,012 | -37,377 |

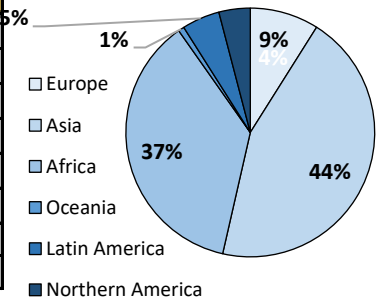
Source: U.S. Census Bureau, Population Estimates Program

Compared to the state, Clay Co. has a smaller percentage of foreign-born residents. From 2010 to 2021, Clay Co. saw an increase in the number of foreign-born residents, which was faster than the statewide increase.

| Table 3. Place of Birth for the Foreign Born Population, 2021 | Clay Co. | | Change 2010-2021 | | Minnesota | |
|---|--------------|-------------|------------------|--------------|-------------|--------------|
| | Number | Percent | Number | Percent | Percent | Change |
| Foreign-born Population | 3,095 | 4.8% | 1,203 | 63.6% | 8.5% | 30.6% |
| Europe | 277 | 8.9% | 36 | 14.9% | 9.4% | 0.3% |
| Asia | 1,381 | 44.6% | 472 | 51.9% | 37.0% | 30.2% |
| Africa | 1,135 | 36.7% | 806 | 245.0% | 27.8% | 89.8% |
| Oceania | 24 | 0.8% | 20 | 500.0% | 0.4% | 17.8% |
| Americas: | 278 | 9.0% | -131 | -32.0% | 25.4% | 6.8% |
| Latin America | 152 | 4.9% | -162 | -51.6% | 23.0% | 8.5% |
| Northern America | 126 | 4.1% | 31 | 32.6% | 2.5% | -6.7% |

Source: U.S. Census Bureau, 2017-2021 American Community Survey

Figure 2. Place of Birth for
the Foreign Born Population,
2021

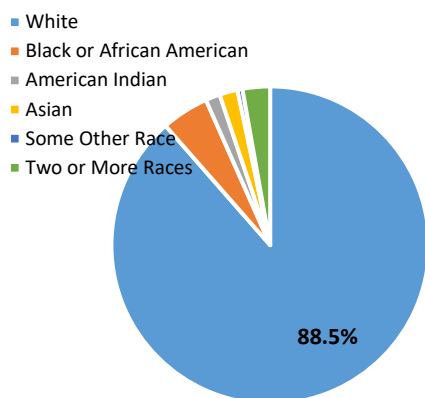


COUNTY PROFILE

Clay Co.

Clay Co.'s population was becoming more racially diverse over time. Since 2011, the county's white population increased and the number of people of other races increased (see Table 4).

Figure 3. Population by Race, 2021



| Table 4. Race and Hispanic Origin, 2021 | Clay Co. | | | Minnesota | |
|---|---------------|---------------|-----------------------|---------------|-----------------------|
| | Number | Percent | Change from 2011-2021 | Percent | Change from 2011-2021 |
| Total | 64,975 | 100.0% | 12.0% | 100.0% | 7.4% |
| White | 57,533 | 88.5% | 6.7% | 80.7% | 0.4% |
| Black or African American | 3,134 | 4.8% | 257.8% | 6.6% | 42.2% |
| American Indian or Alaska Native | 961 | 1.5% | -4.4% | 0.9% | -8.0% |
| Asian or Other Pac. Islanders | 1,199 | 1.8% | 51.8% | 5.0% | 35.8% |
| Some Other Race | 332 | 0.5% | -27.2% | 2.1% | 66.5% |
| Two or More Races | 1,816 | 2.8% | 82.9% | 4.6% | 121.8% |
| Hispanic or Latino origin | 3,110 | 4.8% | 47.5% | 5.6% | 31.6% |

Source: U.S. Census Bureau, 2017-2021 American Community Survey

POPULATION PROJECTIONS

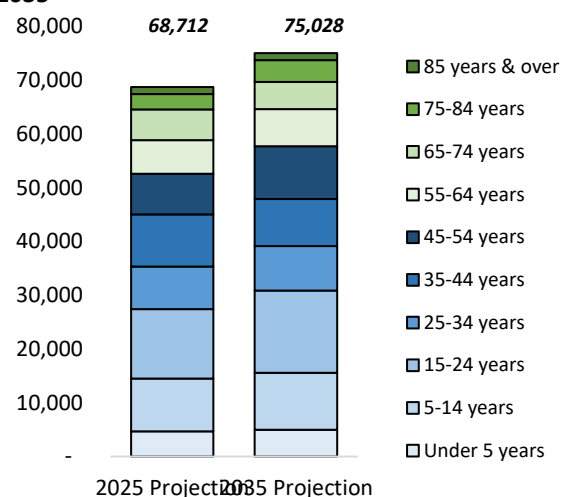
According to the Minnesota State Demographic Center, Clay Co.'s population is expected to grow from 2025 to 2035, with a rate of change that is faster than the projected statewide growth rate (4.5%). In addition to the overall growth, the number of people aged 65 years and older is expected to increase over the next decade (see Figure 4 and Table 5).

Table 5. Population Projections by Age Group, 2025-2035

| Clay Co. | 2025 Projection | 2035 Projection | Numeric Change | Percent Change |
|-------------------------|-----------------|-----------------|----------------|----------------|
| Under 5 years | 4,690 | 4,962 | 272 | 5.8% |
| 5-14 years | 9,836 | 10,605 | 769 | 7.8% |
| 15-24 years | 12,893 | 15,274 | 2,381 | 18.5% |
| 25-34 years | 7,919 | 8,299 | 380 | 4.8% |
| 35-44 years | 9,686 | 8,752 | -934 | -9.6% |
| 45-54 years | 7,576 | 9,810 | 2,234 | 29.5% |
| 55-64 years | 6,207 | 6,899 | 692 | 11.1% |
| 65-74 years | 5,719 | 5,067 | -652 | -11.4% |
| 75-84 years | 2,904 | 4,050 | 1,146 | 39.5% |
| 85 years & over | 1,282 | 1,310 | 28 | 2.2% |
| Total Population | 68,712 | 75,028 | 6,316 | 9.2% |

Source: Minnesota State Demographic Center

Figure 4. Projections by Age Group, 2025-2035



EDUCATIONAL ATTAINMENT

Clay Co. has a higher percentage of adults (18 years & over) with at least a high school diploma than the state (92.8%), and a higher percentage of people with at least some college experience. Clay Co. also has a higher percentage of people with an Associate's degree and a lower percentage of people with a Bachelor's degree or higher.

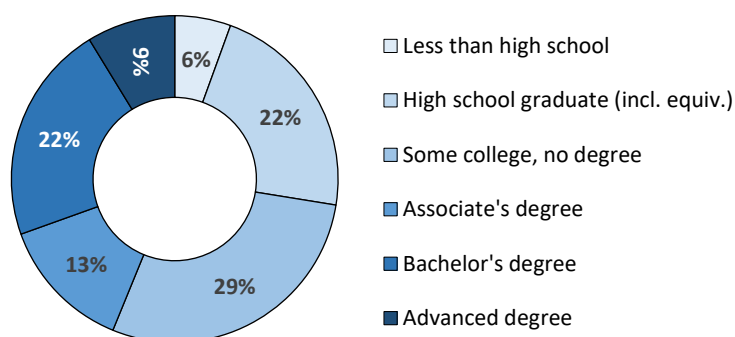
Percentage of the adult population (18 years & over) with at least a high school diploma:

94.4%

College-educated: **72.5%**
state: 68.0%

Associate's Degree: **13.3%**
Bachelor's Degree: **21.7%**
Advanced Degree: **8.7%**

Figure 5. Educational Attainment, 2021



Source: U.S. Census Bureau, 2017-2021 American Community Survey

LABOR FORCE TRENDS

At 2.2%, Clay Co. had a lower unemployment rate than the state in 2022. After the pandemic recession Clay Co.'s unemployment rate decreased compared to 4.4% in 2020, and declined compared to the 3.2% pre-pandemic rate posted in 2019. The number of unemployed workers actively seeking work in Clay Co. declined over the past year, and is down compared to 2019.

37,587 available workers

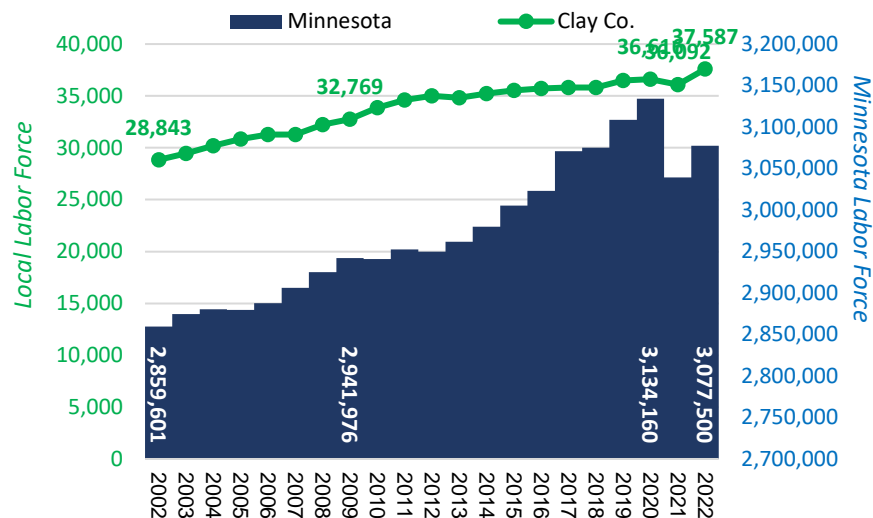
Labor Force change,
2007-2022 **6,307 workers**
20.2% increase

2.2% unemployment rate

2.7% state

827 unemployed workers

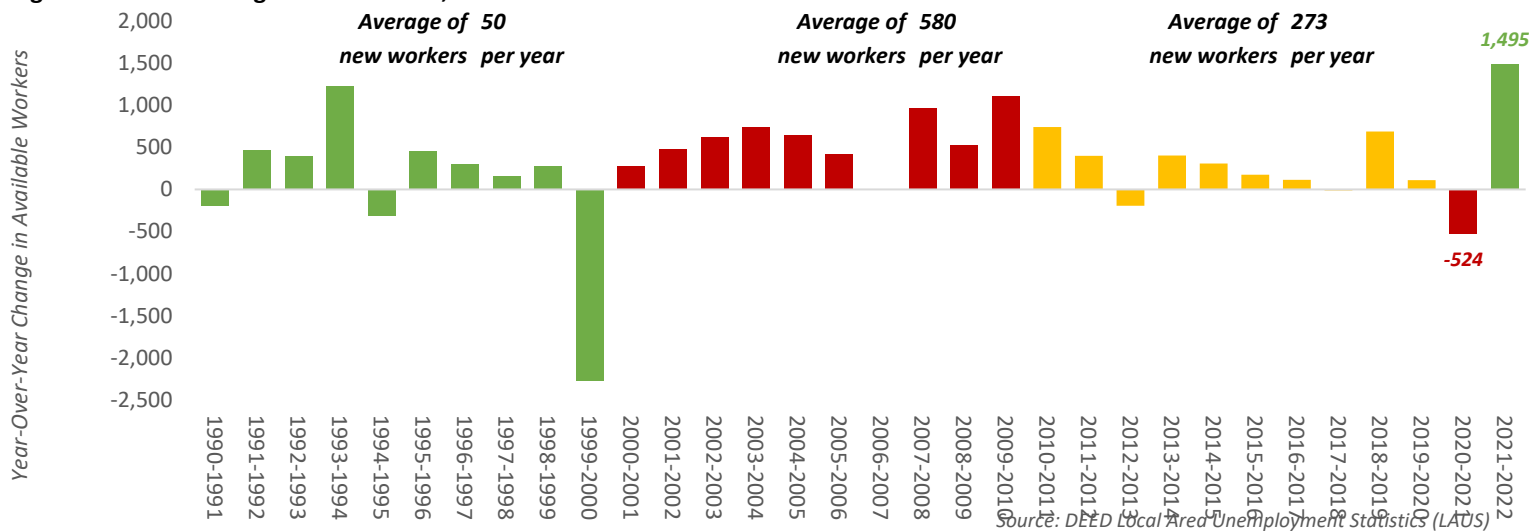
Figure 6. Annual Labor Force Estimates



Source: DEED Local Area Unemployment Statistics

Labor force growth has slowed in recent years. After experiencing a net gain of 49.9 workers each year from 1990 to 2000, Clay Co. averaged an annual gain of 580.1 new workers from 2000 to 2010, and most recently a gain of 273.3 new workers since 2010 (see Figure 7). Moving forward, Clay Co. is expected to add workers from 2025 to 2035 (see Table 6).

Figure 7. Annual Change in Labor Force, 1990-2022



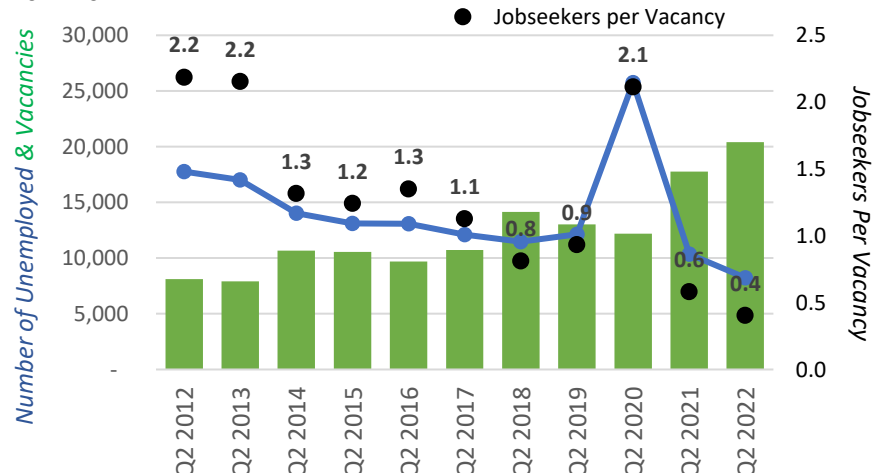
Source: DEED Local Area Unemployment Statistics (LAUS)

| Table 6. Labor Force Projections, 2025-2035 | Labor Force Projection | |
|---|------------------------|---------------|
| | 2025 | 2035 |
| 16 to 24 years | 7,723 | 9,332 |
| 25 to 54 years | 22,230 | 23,617 |
| 55 to 64 years | 4,708 | 5,233 |
| 65 years & over | 2,128 | 2,008 |
| Total Labor Force | 36,790 | 40,190 |

Source: Minnesota State Demographic Center, 2017-2021 ACS

The labor market had grown extremely tight in recent years, with less than 1 jobseeker per vacancy until the pandemic recession intervened in early 2020 and the number of unemployed workers spiked. Job vacancies in Northwest reached new highs in the 4th quarter of 2021, quickly bringing back challenges in finding new workers and 2022 showed the lowest jobseeker-per-vacancy ratio on record (see Figure 8).

Figure 8. Jobseekers Per Vacancy, 2012-2022



Source: DEED Job Vacancy Survey, LAUS program

LABOR FORCE CHARACTERISTICS

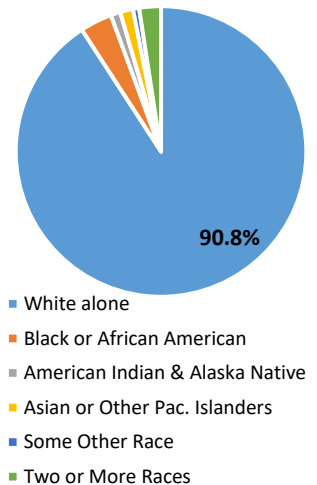
Clay Co. had a higher labor force participation rate than the state. The labor force in Clay Co. is less racially diverse than the state (where 82.6% of workers are white alone), but is becoming more diverse over time.

Table 7. Employment Characteristics, 2021

| | Clay Co. | | | Minnesota | | Labor Force by Gender | |
|---|---------------------------------------|--------------------------|-------------|--------------------------|-------------|-----------------------|---------------|
| | In Labor Force (available workers) | Labor Force Partic. Rate | Unemp. Rate | Labor Force Partic. Rate | Unemp. Rate | Male | Female |
| Total Labor Force | 35,634 | 70.8% | 4.0% | 69.2% | 4.0% | 18,271 | 17,365 |
| 16 to 19 years | 2,539 | 55.3% | 10.4% | 52.3% | 10.7% | 1,181 | 1,357 |
| 20 to 24 years | 4,635 | 75.6% | 6.1% | 83.3% | 6.7% | 2,064 | 2,571 |
| 25 to 44 years | 15,807 | 89.9% | 3.7% | 88.8% | 3.6% | 8,397 | 7,412 |
| 45 to 54 years | 5,593 | 84.4% | 2.2% | 87.6% | 3.0% | 3,040 | 2,553 |
| 55 to 64 years | 5,287 | 75.9% | 1.5% | 73.1% | 3.2% | 2,747 | 2,540 |
| 65 to 74 years | 1,499 | 31.8% | 4.6% | 28.0% | 3.2% | 735 | 762 |
| 75 years & over | 276 | 7.4% | 4.0% | 6.6% | 2.9% | 107 | 170 |
| Employment Characteristics by Race & Hispanic Origin | | | | | | | |
| White alone | 32,347 | 71.2% | 3.5% | 68.5% | 3.4% | | |
| Black or African American | 1,269 | 71.5% | 10.2% | 71.9% | 8.6% | | |
| American Indian & Alaska Native | 384 | 54.2% | 33.5% | 57.4% | 12.9% | | |
| Asian or Other Pac. Islanders | 511 | 54.1% | 3.6% | 72.7% | 4.1% | | |
| Some Other Race | 243 | 87.1% | 0.8% | 75.8% | 6.2% | | |
| Two or More Races | 861 | 72.2% | 0.7% | 74.1% | 7.3% | | |
| Hispanic or Latino | 1,394 | 76.6% | 2.2% | 77.0% | 6.6% | | |
| Employment Characteristics by Disability | | | | | | | |
| With Any Disability | 2,055 | 58.4% | 17.0% | 53.6% | 9.9% | | |
| Employment Characteristics by Educational Attainment | | | | | | | |
| Population, 25 to 64 years | 26,682 | 85.6% | 2.9% | 84.4% | 3.4% | | |
| Less than H.S. Diploma | 710 | 55.8% | 3.6% | 66.6% | 4.6% | | |
| H.S. Diploma or Equivalent | 4,863 | 80.1% | 3.4% | 77.3% | 2.5% | | |
| Some College or Assoc. Degree | 10,111 | 84.6% | 3.2% | 85.1% | 3.6% | | |
| Bachelor's Degree or Higher | 11,009 | 92.7% | 1.2% | 90.3% | 2.1% | | |

Source: 2017-2021 American Community Survey, 5-Year Estimates

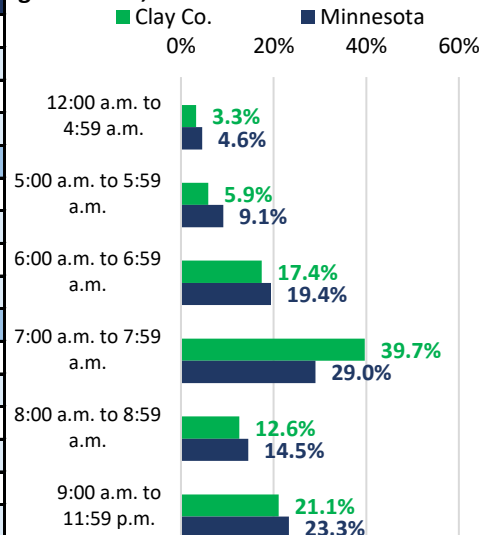
Figure 9. Labor Force by Race, 2021



A smaller percentage of workers in Clay Co. worked in the same county in which they live compared to the state. Clay Co. also had a shorter average commute time than the state.

| Table 8. Commuting Characteristics, 2021 | Clay Co. | | Minnesota | |
|---|---------------------|---------|---------------------|---------|
| | Number | Percent | Number | Percent |
| Worked in state of residence | 15,584 | 46.5% | 2,858,636 | 97.7% |
| Worked in county of residence | 14,545 | 43.4% | 1,922,337 | 65.7% |
| Worked out of county of residence | 1,072 | 3.2% | 933,372 | 31.9% |
| Worked outside state of residence | 17,929 | 53.5% | 67,296 | 2.3% |
| MEANS OF TRANSPORTATION TO WORK | | | | |
| Car, truck, or van | 28,788 | 85.9% | 2,387,561 | 81.6% |
| Public transportation (excl. taxicab) | 235 | 0.7% | 81,926 | 2.8% |
| Other method (walk, bike, taxi, etc.) | 1,240 | 3.7% | 122,889 | 4.2% |
| Worked at home | 3,284 | 9.8% | 333,556 | 11.4% |
| TRAVEL TIME TO WORK | | | | |
| Less than 10 minutes | 5,329 | 15.9% | 465,223 | 15.9% |
| 10 to 19 minutes | 15,550 | 46.4% | 895,335 | 30.6% |
| 20 to 29 minutes | 7,071 | 21.1% | 649,557 | 22.2% |
| 30 to 44 minutes | 3,351 | 10.0% | 567,631 | 19.4% |
| 45 to 59 minutes | 938 | 2.8% | 190,186 | 6.5% |
| 60 or more minutes | 1,273 | 3.8% | 158,000 | 5.4% |
| Mean travel time to work (minutes) | 19.9 minutes | | 23.5 minutes | |

Figure 10. Time Leaving Home to go to Work, 2021



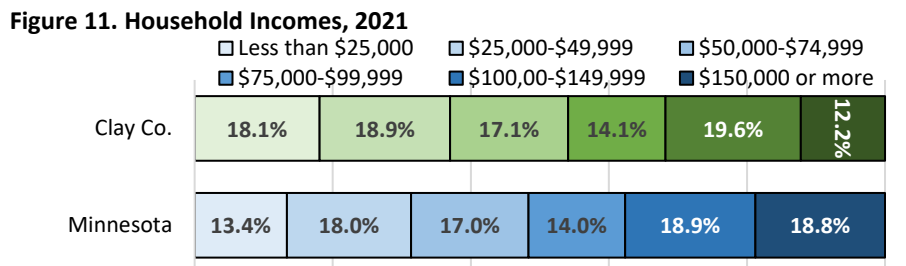
Source: 2017-2021 American Community Survey, 5-Year Estimates

INCOMES, COST OF LIVING, & HOUSING

Clay Co. had a lower median household income than the state, and a higher percentage of households with incomes below \$50,000. Overall, Clay Co. had the 25th highest median household income of the 87 counties in the state.

| | |
|-------------------------|-----------------|
| Median Household Income | \$67,984 |
| state | \$77,706 |
| Median Family Income | \$95,395 |
| state | \$98,356 |
| Per Capita Income | \$32,797 |
| state | \$41,204 |

Source: 2017-2021 American Community Survey



The cost of living has increased over the past 2 years with costs up in many areas. Clay Co. had a lower cost of living than the state, with a required hourly wage of \$14.22 for a single person living alone to meet a basic needs cost of living, and an hourly wage requirement of \$16.03 for a typical family with 2 adults and 1 child (see Table 9).

Table 9. Basic Needs Cost of Living Estimates, 2022

| Single Adult, 0 children | Single Yearly Cost of Living | Hourly Wage Required | Monthly Costs | | | | | | |
|--|------------------------------|----------------------|---------------|-------|-------------|---------|----------------|-------|-------|
| | | | Child Care | Food | Health Care | Housing | Transportation | Other | Taxes |
| Clay Co. | \$29,568 | \$14.22 | \$0 | \$355 | \$152 | \$718 | \$628 | \$294 | \$317 |
| State of Minnesota | \$33,708 | \$16.21 | \$0 | \$359 | \$157 | \$903 | \$663 | \$345 | \$382 |
| Typical Family: 2 Adults (1 working full-time, 1 part-time), 1 child | Family Yearly Cost of Living | Hourly Wage Required | Monthly Costs | | | | | | |
| | | | Child Care | Food | Health Care | Housing | Transportation | Other | Taxes |
| Clay Co. | \$50,012 | \$16.03 | \$324 | \$811 | \$538 | \$900 | \$728 | \$468 | \$399 |
| State of Minnesota | \$60,540 | \$19.40 | \$579 | \$822 | \$561 | \$1,151 | \$772 | \$540 | \$620 |

Source: DEED Cost of Living tool

Clay Co. had a lower median house value than the state, having the 23rd highest value of the 87 counties in 2021. Clay Co.'s housing stock was newer than the state's, with a higher percentage of units built since 2000 (see Figure 12).

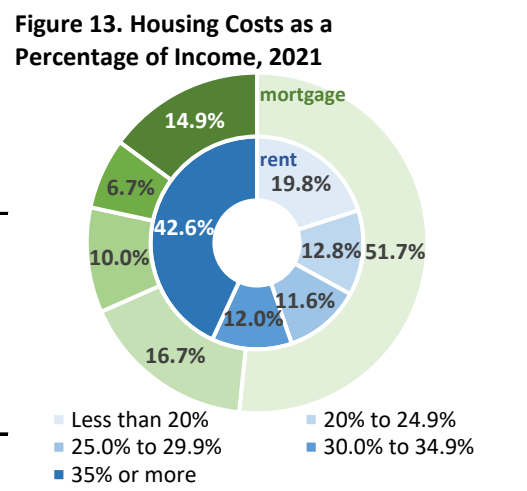
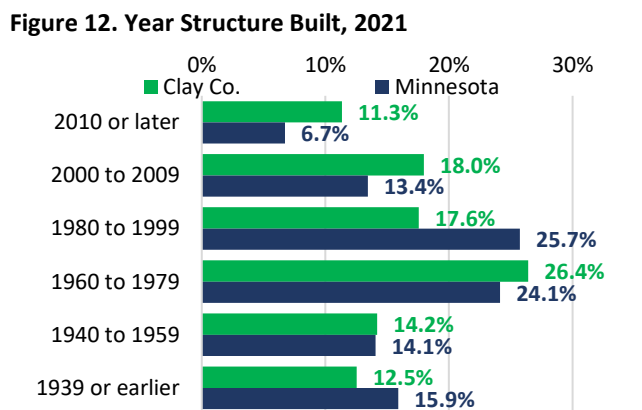
Table 10. Estimated Value of Owner-occupied Housing Units, 2021

| | Clay Co. | | Minnesota |
|------------------------|-----------|---------|-----------|
| | Total | Percent | Percent |
| Total | 16,715 | 100.0% | 100.0% |
| Less than \$50,000 | 529 | 3.2% | 4.3% |
| \$50,000 to \$99,999 | 902 | 5.4% | 6.1% |
| \$100,000 to \$149,999 | 2,129 | 12.7% | 9.5% |
| \$150,000 to \$199,999 | 3,893 | 23.3% | 14.8% |
| \$200,000 to \$299,999 | 5,066 | 30.3% | 28.7% |
| \$300,000 to \$499,999 | 3,478 | 20.8% | 26.4% |
| \$500,000 or more | 718 | 4.3% | 10.2% |
| Median (dollars) | \$215,100 | | \$250,200 |

Source: 2017-2021 American Community Survey, 5-Year Estimates

| | |
|--|----------------|
| Median monthly owner costs, owner-occupied units with a mortgage | \$1,596 |
| state | \$1,682 |
| Percentage of households with a mortgage spending 30% or more of their income on housing costs | 21.6% |
| state | 21.7% |
| Median monthly rent costs | \$884 |
| state | \$1,081 |
| Percentage of renters spending 30% or more of their household income on rent | 54.6% |
| state | 45.4% |

Source: 2017-2021 American Community Survey, 5-Year Estimates



OCCUPATIONS

At \$21.88 in 2023, wages were lower in Region 4 than the state. Overall, Region 4 had the 9th highest median hourly wage level of the 13 economic development regions in the state. Wages were highest for management occupations (\$40.79) and lowest for food preparation and serving related jobs (\$14.11) (see Table 11).

Table 11. Occupational Employment & Wage Statistics, 2023

| Occupational Group | Region 4 | | | | State of Minnesota | | |
|--------------------------------------|--------------------|-------------------------|---------------------|----------------------------|--------------------|-----------------|---------------------|
| | Median Hourly Wage | Estimated Regional Jobs | Share of Total Jobs | Regional Location Quotient | Median Hourly Wage | State-wide Jobs | Share of Total Jobs |
| Total, All Occupations | \$21.88 | 87,550 | 100.0% | 1.0 | \$24.25 | 2,827,310 | 100.0% |
| Management | \$40.79 | 4,890 | 5.6% | 0.8 | \$51.58 | 193,760 | 6.9% |
| Business & Financial Operations | \$31.49 | 2,970 | 3.4% | 0.5 | \$38.19 | 201,940 | 7.1% |
| Computer & Mathematical | \$34.92 | 1,000 | 1.1% | 0.3 | \$49.73 | 99,250 | 3.5% |
| Architecture & Engineering | \$33.68 | 1,530 | 1.7% | 0.9 | \$40.60 | 53,100 | 1.9% |
| Life, Physical & Social Science | \$30.72 | 580 | 0.7% | 0.6 | \$39.37 | 29,070 | 1.0% |
| Community & Social Service | \$25.01 | 2,390 | 2.7% | 1.4 | \$25.82 | 54,820 | 1.9% |
| Legal | \$34.47 | 340 | 0.4% | 0.6 | \$47.87 | 18,730 | 0.7% |
| Education, Training & Library | \$23.87 | 6,330 | 7.2% | 1.3 | \$24.82 | 158,830 | 5.6% |
| Arts, Design, Entertainment & Media | \$23.13 | 830 | 0.9% | 0.7 | \$28.80 | 37,630 | 1.3% |
| Healthcare Practitioners & Technical | \$36.01 | 5,570 | 6.4% | 1.0 | \$41.07 | 186,700 | 6.6% |
| Healthcare Support | \$17.45 | 5,080 | 5.8% | 1.0 | \$17.40 | 162,400 | 5.7% |
| Protective Service | \$25.29 | 1,240 | 1.4% | 1.0 | \$25.83 | 40,620 | 1.4% |
| Food Preparation & Serving Related | \$14.11 | 7,920 | 9.0% | 1.2 | \$14.89 | 216,970 | 7.7% |
| Building, Grounds Cleaning & Maint. | \$18.37 | 2,890 | 3.3% | 1.2 | \$18.26 | 76,210 | 2.7% |
| Personal Care & Service | \$16.16 | 1,810 | 2.1% | 1.0 | \$16.96 | 58,120 | 2.1% |
| Sales & Related | \$16.71 | 7,830 | 8.9% | 1.1 | \$18.14 | 239,500 | 8.5% |
| Office & Administrative Support | \$20.52 | 10,110 | 11.5% | 0.9 | \$23.06 | 345,830 | 12.2% |
| Farming, Fishing & Forestry | \$19.99 | 340 | 0.4% | 2.7 | \$19.84 | 4,060 | 0.1% |
| Construction & Extraction | \$27.75 | 4,570 | 5.2% | 1.3 | \$31.00 | 113,930 | 4.0% |
| Installation, Maintenance & Repair | \$24.44 | 3,730 | 4.3% | 1.2 | \$27.95 | 98,670 | 3.5% |
| Production | \$22.10 | 8,120 | 9.3% | 1.3 | \$22.07 | 209,380 | 7.4% |
| Transportation & Material Moving | \$19.73 | 7,460 | 8.5% | 1.1 | \$19.80 | 227,780 | 8.1% |

Source: DEED Occupational Employment & Wage Statistics, Qtr. 1 2023

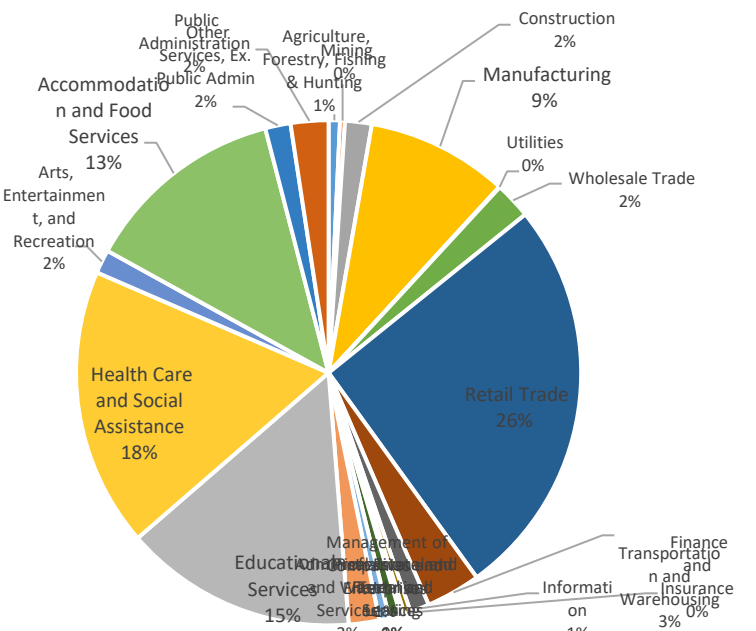
JOB VACANCY SURVEY

Clay Co. is a part of the Northwest planning region. There were 20409 job vacancies posted by employers in 2022, indicating extensive opportunity in the region, with openings across several occupations and industries (see Figure 14).

Table 12. Northwest Job Vacancy Survey Results, 2022

| Occupational Group | Number of Vacancies | Wage Offer |
|--------------------------------------|---------------------|------------|
| Total, All Occupations | 20,409 | \$17.06 |
| Management | 407 | \$32.83 |
| Business & Financial Operations | 249 | \$21.46 |
| Computer & Mathematical | 101 | \$33.15 |
| Architecture & Engineering | 138 | \$29.54 |
| Life, Physical & Social Sciences | 127 | \$28.23 |
| Community & Social Service | 379 | \$20.30 |
| Education, Training & Library | 1,540 | \$20.19 |
| Healthcare Practitioners & Technical | 1,348 | \$29.56 |
| Healthcare Support | 1,732 | \$15.00 |
| Protective Service | 217 | \$15.16 |
| Food Preparation & Serving Related | 2,904 | \$14.05 |
| Building, Grounds Cleaning & Maint. | 1,063 | \$16.12 |
| Personal Care & Service | 497 | \$12.88 |
| Sales & Related | 4,519 | \$16.09 |
| Office & Administrative Support | 750 | \$16.22 |
| Construction & Extraction | 155 | \$21.84 |
| Installation, Maintenance & Repair | 845 | \$21.35 |
| Production | 1,218 | \$18.24 |
| Transportation & Material Moving | 1,684 | \$18.83 |

Figure 14. Job Vacancies by Industry, 2022



OCCUPATIONS IN DEMAND

Table 13. Northwest Occupations in Demand, 2022

| Less than High School | High School or Equivalent | Some College or Assoc. Deg. | Bachelor's Degree or Higher |
|--|---|---|--|
| Retail Salespersons \$28,575/yr | Nursing Assistants \$33,844/yr | Registered Nurses \$72,324/yr | Elementary School Teachers, Except Special Education \$56,870/yr |
| Home Health and Personal Care Aides \$28,195/yr | Licensed Practical and Licensed Vocational Nurses \$46,911/yr | Radiologic Technologists and Technicians \$63,225/yr | Secondary School Teachers, Except Special and Career/Technical \$59,020/yr |
| Fast Food and Counter Workers \$24,863/yr | Medical Assistants \$43,116/yr | Industrial Engineering Technologists and Technicians \$47,468/yr | General and Operations Managers \$83,202/yr |
| First-Line Supervisors of Retail Sales Workers \$45,337/yr | Automotive Service Technicians and Mechanics \$44,859/yr | Respiratory Therapists \$66,748/yr | Mental Health and Substance Abuse Social Workers \$51,793/yr |
| Heavy and Tractor-Trailer Truck Drivers \$46,529/yr | Computer User Support Specialists \$49,748/yr | Police and Sheriff's Patrol Officers \$62,502/yr | Child, Family, and School Social Workers \$53,854/yr |
| Stockers and Order Fillers \$29,252/yr | Machinists \$47,328/yr | Electrical and Electronic Engineering Technologists and \$52,953/yr | Accountants and Auditors \$62,678/yr |
| Customer Service Representatives \$38,926/yr | Electricians \$60,567/yr | Surgical Technologists \$52,040/yr | Social and Community Service Managers \$73,316/yr |
| First-Line Supervisors of Production and Operating \$60,581/yr | Industrial Machinery Mechanics \$54,148/yr | Clinical Laboratory Technologists and Technicians \$57,045/yr | Medical and Health Services Managers \$91,879/yr |
| Social and Human Service Assistants \$37,793/yr | Computer Numerically Controlled Tool Programmers \$64,600/yr | Veterinary Assistants and Laboratory Animal Caretakers \$30,140/yr | Financial Managers \$98,220/yr |
| First-Line Supervisors of Food Preparation and \$37,413/yr | Emergency Medical Technicians and Paramedics \$37,098/yr | Electro-Mechanical and Mechatronics Technologists and \$43,611/yr | Industrial Engineers \$78,819/yr |

Source: DEED Occupations in Demand

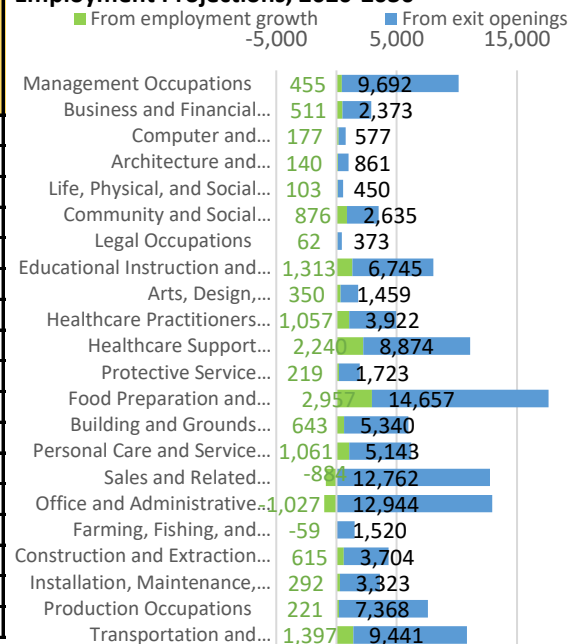
Clay Co. is a part of the Northwest planning region, which is projected to see a 5.1% increase in employment levels over the next decade. In addition to new jobs created, there will be a much larger number of exit openings (see Figure 15).

Table 14. Regional Industry Employment Projections, 2020-2030

| Northwest Planning Region | Estimated Employment 2020 | Projected Employ- ment 2030 | Percent Change 2020-2030 |
|--|---------------------------------|-----------------------------------|--------------------------------|
| Total, All Industries | 250,722 | 263,441 | 5.1% |
| Natural Resources & Mining | 5,790 | 5,740 | -0.9% |
| Utilities | 1,135 | 970 | -14.5% |
| Construction | 10,693 | 11,157 | 4.3% |
| Manufacturing | 27,999 | 28,618 | 2.2% |
| Wholesale Trade | 11,829 | 12,347 | 4.4% |
| Retail Trade | 26,846 | 25,467 | -5.1% |
| Transportation & Warehousing | 6,436 | 6,741 | 4.7% |
| Information | 2,276 | 2,229 | -2.1% |
| Finance & Insurance, Real Estate | 7,478 | 7,641 | 2.2% |
| Professional Services & Mgmt. of Companies | 5,587 | 6,025 | 7.8% |
| Admin. Support & Waste Mgmt. | 3,889 | 4,139 | 6.4% |
| Educational Services | 22,015 | 23,101 | 4.9% |
| Health Care & Social Assistance | 36,901 | 41,390 | 12.2% |
| Leisure & Hospitality | 20,446 | 24,818 | 21.4% |
| Other Services | 9,052 | 10,144 | 12.1% |
| Public Administration | 22,824 | 23,240 | 1.8% |

Source: DEED 2020-2030 Employment Outlook

Figure 15. Regional Occupational Employment Projections, 2020-2030



ECONOMIC CHARACTERISTICS

Coming out of the pandemic recession, after gaining jobs over the past year, Clay Co. had the 21st largest economy of the 87 counties in the state. Clay Co. was the 14th fastest growing in the past year and the 23rd fastest growing since 2019. From 2019 to 2022, employment in Clay Co. grew despite the pandemic recession.

1,485 business establishments

\$50,071 annual average wage

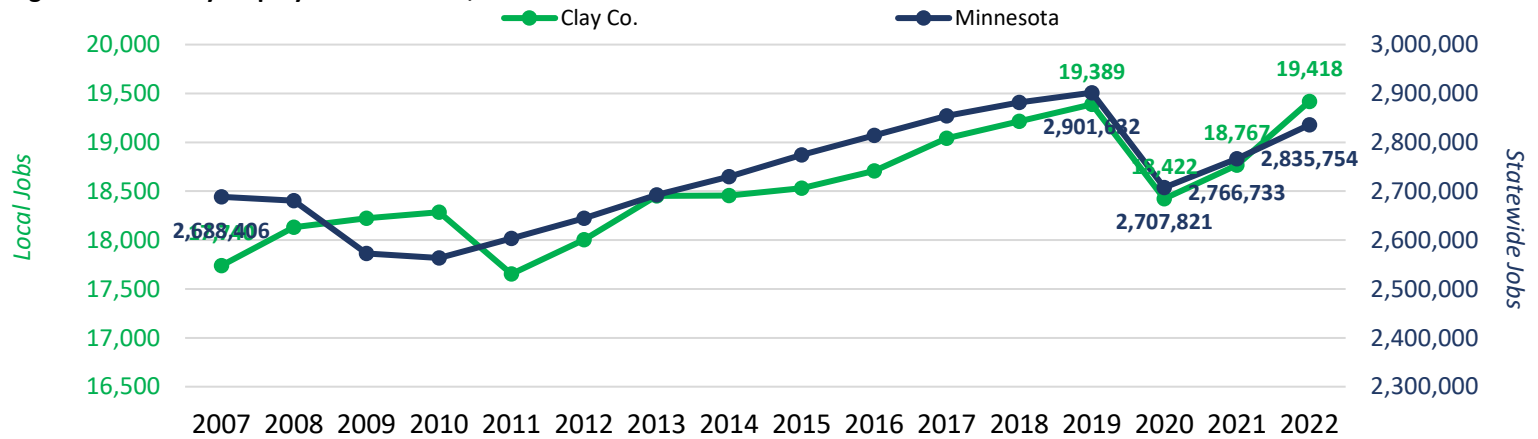
19,418 jobs

\$972,274,047 total industry payroll

Job change,
2019-2022

29 jobs
0.1% increase

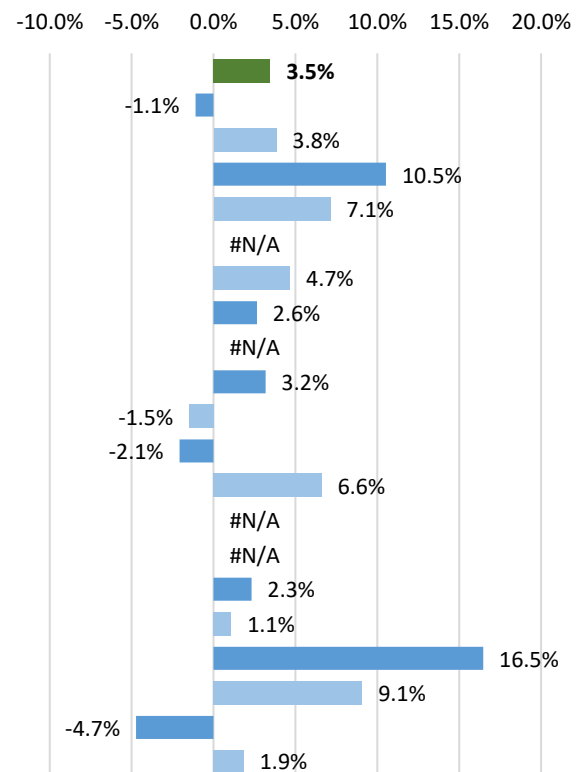
Figure 16. Industry Employment Statistics, 2007-2022



Source: DEED QCEW program

| Table 15. Clay Co. Industry Employment Statistics, 2022 | Number of Jobs | Percent of Total Jobs | Average Annual Wage |
|---|----------------|-----------------------|---------------------|
| Total, All Industries | 19,418 | 100.0% | \$50,071 |
| Agriculture, Forestry, Fish & Hunt | 269 | 1.4% | \$55,428 |
| Mining | 27 | 0.1% | \$67,689 |
| Construction | 1,028 | 5.3% | \$59,623 |
| Manufacturing | 1,155 | 5.9% | \$62,761 |
| Utilities | #N/A | #N/A | #N/A |
| Wholesale Trade | 1,118 | 5.8% | \$84,617 |
| Retail Trade | 2,559 | 13.2% | \$33,572 |
| Transportation & Warehousing | #N/A | #N/A | #N/A |
| Information | 227 | 1.2% | \$46,154 |
| Finance & Insurance | 397 | 2.0% | \$69,367 |
| Real Estate & Rental & Leasing | 142 | 0.7% | \$49,816 |
| Professional & Technical Services | 710 | 3.7% | \$71,625 |
| Management of Companies | 95 | 0.5% | \$201,764 |
| Admin. Support & Waste Mgmt. Svcs. | 300 | 1.5% | \$44,241 |
| Educational Services | 3,569 | 18.4% | \$52,418 |
| Health Care & Social Assistance | 3,253 | 16.8% | \$43,858 |
| Arts, Entertainment, & Recreation | 290 | 1.5% | \$20,066 |
| Accommodation & Food Services | 1,692 | 8.7% | \$21,367 |
| Other Services | 685 | 3.5% | \$36,955 |
| Public Administration | 1,266 | 6.5% | \$60,686 |

Figure 17. Change in Jobs, 2021-2022



Source: DEED Quarterly Census of Employment & Wages (QCEW)

For more information on Clay Co.'s population, labor force, and economic trends, contact:

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Data updated: May 30, 2023